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PUBLIC INSTRUCTION

November 8, 2012

**MEMORANDUM**

TO: Local and Intermediate School District Superintendents and  
Public School Academy Directors

FROM: Sally Vaughn, Ph.D. *Sally*  
Deputy Superintendent/Chief Academic Officer

SUBJECT: 2011-12 Educator Effectiveness Ratings and K-12 Educator Evaluation  
Systems Survey Results Now Available

The Michigan Department of Education is pleased to announce the availability of the 2011-12 educator effectiveness ratings (the first year of ratings for all educators) and results of the K-12 Educator Evaluation Systems Survey that reflect evaluation practices in place during the 2011-12 school year. Educator effectiveness ratings and support documentation, including the following, can be found at [www.michigan.gov/educatorevaluations](http://www.michigan.gov/educatorevaluations):

- Educator Effectiveness Ratings (also available at [www.mischooldata.org](http://www.mischooldata.org))
- Educator Effectiveness Ratings Policy Brief
- Educator Effectiveness Ratings Frequently Asked Questions (FAQs)

While reviewing ratings and survey results, it is imperative to understand several key factors. First, the 2011-12 educator effectiveness ratings are a result of district-developed, district-determined evaluations systems with a high level of local context embedded in these systems. This means there are as many as 800+ different evaluation systems across the state with varying components and varying weight attributed to key components, such as student growth measures. Therefore, the statewide results available now are simply data aggregated from these local systems and do not reflect a comparable statewide system. The Michigan Council for Educator Effectiveness is currently developing a statewide system that is expected to be implemented in the 2013-14 school year.

The results from this first year are evidence of the tremendous amount of work undertaken by districts across the state to implement the new educator evaluation legislation. Districts had to make decisions on many fronts that included determining which factors to include in the evaluation system, managing the

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multiple observations that had to be conducted over the course of the year, making decisions on district action/response as a result of the overall evaluation (support, professional development, assignment, etc.), and determining the measures for including student growth as a significant factor in the evaluation. Districts worked diligently to determine appropriate measures of student growth and to integrate these measures into their systems. The work of Michigan districts in this area is to be commended; especially recognizing these types of evaluation decisions are challenging other states and local districts across the country.

Michigan's districts responded to the new legislative requirements with redefined, rebuilt, and revised systems of evaluation to meet and exceed the requirements of the law, as evidenced by the K-12 Educator Evaluation System Survey results.

For additional resources, FAQs, analyses, and data files for replication or research, please visit [www.michigan.gov/educatorevaluations](http://www.michigan.gov/educatorevaluations). Questions may be directed to Carla Howe in the Bureau of Assessment & Accountability at [howec2@michigan.gov](mailto:howec2@michigan.gov) or 517-241-2884.

cc: Michigan Education Alliance